



DEPARTMENT OF THE TREASURY

WASHINGTON, D.C.

November 8, 2004

SECRETARY OF THE TREASURY

**MEMORANDUM FOR ALL TREASURY EMPLOYEES**

**FROM:**

John W. Snow *JWS*

**SUBJECT:**

Equal Opportunity and Diversity Policy

I wanted to take this opportunity to thank you for your efforts to support the Treasury Department's equal opportunity and diversity policy and to affirm my personal commitment to continue to support a competitive, highly-qualified, motivated and diverse workforce at the Department. The Treasury Department will continue to work to ensure an environment of equal opportunity for all employees, applicants for employment, and customers regardless of race, color, religion, national origin, sex, sexual orientation, parental status, age, protected genetic information, or mental or physical disability. Treasury will also ensure that individuals have equal opportunity, without prohibited discrimination, to participate in, and receive benefits from, any program or activity funded by the Department.

I fully support Treasury's zero tolerance policy for sexual harassment or any other form of discrimination or reprisal. If we are to maintain a productive and satisfied workforce, one that exemplifies excellence, we must promote a work environment that helps us attract the widest possible pool of talent, provide opportunity for all employees to maximize their potential and fully contribute to accomplishing Treasury's missions, and ensure everyone is treated with dignity and respect.

I know I can continue to count on each of you to follow the letter and the spirit of this equal opportunity and diversity policy. I look forward to continuing to work together on these and other important goals at the Department.